FY 2003
AFFIRMATIVE EMPLOYMENT PROGRAM
ACCOMPLISHMENT REPORT

FOR

MINORITIES AND WOMEN

THE OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH

THE NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION
U.S. DEPARTMENT OF COMMERCE

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NOAA OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH (OAR)
SSMC1, Room 4318
1335 East West Highway
Silver Spring, Maryland 20910-3225

ORGANIZATIONAL LEVEL: MOC

NUMBER OF EMPLOYEES COVERED BY PLAN: TOTAL 869

PROFESSIONAL	589	ADMINISTRATIVE	144	TECHNICAL	57
CLERICAL	68	OTHER	0	BLUE COLLAR	11

Anthony J.L. Tafoya 303-497-6731
NAME OF CONTACT PERSON PREPARING FORM **TELEPHONE NO.**

Anthony J.L. Tafoya OAR EEO Manager
NAME AND TITLE OF PRINCIPAL EEO OFFICIAL

SIGNATURE OF PRINCIPAL EEO OFFICIAL **DATE**
CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEOC MD-714.

Louisa Koch, Acting Assistant Administrator, OAR
NAME AND TITLE OF HEAD OF ORGANIZATION:

SIGNATURE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL
CERTIFIES THAT THIS REPORT IS COMPLIANCE WITH EEO-MD 714.

EEOC Form 568 (8/87)

ORGANIZATION LISTING

ORGANIZATION	LOCATION
OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH (OAR)	Silver Spring, MD
OCEANIC & ATMOSPHERIC RESEARCH LABORATORIES	
Aeronomy Laboratory (AL)	Boulder, CO
Atlantic Oceanographic Meteorological Laboratory (AOML)	Miami, FL
Air Resources Laboratory (ARL)	Silver Spring, MD
Climate Diagnostics Center (CDC)	Boulder, CO
Climate Monitoring Diagnostic Laboratory (CMDL)	Boulder, CO
Environmental Technology Laboratory (ETL)	Boulder, CO
Forecast Systems Laboratory (FSL)	Boulder, CO
Geophysical Fluid Dynamics Laboratory (GFDL)	Princeton, NJ
Great Lakes Environmental Research Laboratories (GLERL)	Ann Arbor, MI
National Severe Storms Laboratory (NSSL)	Norman, OK
Pacific Marine Environmental Laboratory (PMEL)	Seattle, WA
Space Environment Center (SEC)	Boulder, CO
NATIONAL UNDERSEA RESEARCH PROGRAM (NURP)	Silver Spring, MD
NATIONAL SEA GRANT COLLEGE PROGRAM (SG)	Silver Spring, MD
OFFICE OF GLOBAL PROGRAMS (OGP)	Silver Spring, MD

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
FY 03 ACCOMPLISHMENT REPORT
SUMMARY ANALYSIS OF WORK FORCE

The following is a narrative work force analysis of occupational categories, grade groupings, and major occupations. Three laboratories, GFDL, GLERL and PMEL remain in the GS system. Because of this, GS employees and Demo employees with similar career paths were combined in the occupational categories analysis. For example, ZP (Professional) employees were combined with the GS Professional (P) PATCOB category.

1. OCCUPATIONAL CATEGORIES (Appendix A)

PROFESSIONAL -
During FY03, the total number of employees in the Professional occupational category decreased by 8 employees from 597 (FY02) to 589 (FY03). Of the 589 employees, non-minority men represent 71.65 percent; non-minority women represent 14.94 percent and minorities represent 13.42 percent.

There is a manifest imbalance of non-minority women.

There was an increase in the percentage of minorities and non-minority women from 26.48% (FY02) to 28.36% (FY03).

ADMINISTRATIVE -
During FY 03, the total number of administrative positions increased by seven employees from 137 (FY02) to 144 (FY03). Of the 144 employees, non-minority men represent 28.57 percent; non-minority women represent 53.47 percent and minorities represent 18.27 percent.

There is conspicuous absence of American Indian men. There is a manifest imbalance of non-minority men and Black men.

There was an increase in the percentage of minorities and non-minority women from 69.34% (FY02) to 71.74% (FY03).

TECHNICAL -
During FY03, the total number of technical positions decreased by six employees from 63 (FY02) to 57 (FY03).

Of the 57 employees, non-minority men represent 66.67 percent; non-minority women represent 17.54 percent and minorities represent 15.77 percent.

There is a conspicuous absence of Black men, Hispanic women and American Indian women. There is a manifest imbalance of non-minority women.

There was a decrease in the percentage of minorities and non-minority women from 36.52% (FY02) to 33.31% (FY03).

CLERICAL -
During FY03, the total number of clerical positions decreased by six employees from 74 (FY02) to 68 (FY03). Of the 68 employees, non-minority women represent 67.65 percent and minorities represent 32.35 percent. Non-minority men are not represented in this category.

There is a conspicuous absence of White men, Hispanic men, Asian men and American Indian men and women.

There was no change in the percentage of minorities and non-minority women from FY 02 (100%) to FY 03 (100%).

OTHER -
There are no positions under this category.

BLUE COLLAR -
During FY03, the total number of Blue Collar positions decreased by one employee from 12 (FY02) to 11 (FY03). Of the 11 employees, non-minority men represent 81.82 percent and minorities represent 18.18 percent. Non-minority women are not represented in this category.

There is conspicuous absence of non-minority women, Black women, Hispanic women, Asian men and women, American Indian men and women.

There was an increase in the percentage of minorities from 16.66% (FY02) to 18.18% (FY03).

2. GRADE GROUPINGS

White Collar Workforce - GS System (Appendix B):

An analysis of grade groupings in the White Collar workforce shows that of the 256 OAR employees in the GS system, minorities and non-minority women are a majority in the GS-5-8 levels.

GS 1 to 4 levels
The total number of employees decreased by one from 1 to 0.

GS 5 to 8 levels
The total number of employees decreased by seven from 33 to 26. Of the 26 employees, non-minority men represent 19.23 percent, non-minority women represent 50.00 percent and minorities represent 30.77 percent. There is conspicuous absence of Hispanic men and women, Asian men and American Indian men and women.

GS 9 to 12 levels -
The total number of employees increased by three from 79 to 82. Of the 82 employees, non-minority men represent 53.66 percent, non-minority women represent 34.15 percent and minorities represent 12.20 percent. There is conspicuous absence of Hispanic men and women, Asian women and American Indian men.

GS 13 to 15 levels -
The total number of employees increased by two from 122 to 124. Of the 124 employees, non-minority men represent 73.39 percent, non-minority women represent 11.29 percent and minorities represent 15.33 percent. There is conspicuous absence of American Indian men and women.

ES/ST levels -
The total number of employees remained decreased by one from 25 to 24. Of the 24 employees, non-minority men represent 83.33 percent, non-minority women represent 8.33 percent and minorities represent 8.33 percent.

White Collar Workforce - Pay Band Distribution
The distribution shows that while non-minority women and minorities are represented in all career paths, they are under represented in the higher pay bands. There were 602 OAR employees in the Demo system. **(Appendix C).**

ZP: The total number of employees in the ZP career path decreased by 7 from 435 (FY02) to 428 (FY03). Of the 428 OAR employees in the ZP career path, non-minority men represent 71.73 percent, non-minority women represent 15.19 percent and minorities represent 13.00 percent. There is conspicuous absence of American Indian women. **(Appendix C-1).**

ZP1 (GS1-6) -
The total number of employees decreased from 2 to 1. Non-minority women represent 100 percent.

ZPII (GS7-10) -
The total number of employees increased by 1 from 19 to 20. Of the 20 employees, non-minority men represent 40.00 percent, non-minority women represent 25.00 percent and minorities represent 35.00 percent.

ZPIII (GS11-12) -
The total number decreased by 7 from 99 to 92. Of the 92 employees, non-minority men represent 60.87 percent, non-minority women represent 25.00 percent and minorities represent 14.13 percent.

ZPIV (GS13-14) -
The total number decreased by 5 from 235 to 230. Of the 230 employees, non-minority men represent 74.35 percent, non-minority women represent 13.48 percent and minorities represent 12.17 percent.

ZPV (GS15) -
The total number of employees increased by 5 from 80 to 85. Of the 85 employees, non-minority men represent 84.71 percent, non-minority women represent 5.88 percent and minorities represent 9.42 percent.

ZA: The total number of employees in the ZA career path increased by 2 from 89 (FY02) to 91 (FY03). Of the 91 OAR employees, non-minority men represent 18.68 percent, non-minority women represent 62.64 percent and minorities represent 18.69 percent of the total. There is

conspicuous absence of Black men and American Indian men. There are no employees in the ZA1 pay band. **(Appendix C-2).**

ZAII (GS7-10)
The total number of employees increased by three from 17 to 20. Of the 20 employees, non-minority men represent 5.00 percent, non-minority women represent 65.00 percent and minorities 30.00 percent.

ZAIII (GS11-12)
The total number of employees remained the same. Of the 39 employees, non-minority men represent 23.08 percent, non-minority women represent 64.10 percent and minorities represent 12.81 percent.

ZAIV (GS13-14)
The total number of employees decreased by 2 from 28 to 26. Of the 26 employees, non-minority men represent 19.23 percent, non-minority women represent 61.54 percent and minorities represent 19.24 percent.

ZAV (GS15)
The total number of employees increased by 1 from 5 to 6. Of the 6 employees, non-minority men represent 33.33 percent, non-minority women represent 50.00 percent and minorities represent 16.67 percent.

ZT: The total number of employees in the ZT career path decreased by 1 from 22 (FY02) to 21 (FY03). Of the 21 OAR employees, non-minority men represent 80.95 percent, non-minority women represent 4.76 percent and minorities represent 14.28 percent. There is conspicuous absence of Black men, Hispanic women, Asian men and women and American Indian women. There are no employees in the ZTI and ZTV paybands. **(Appendix C-3).**

ZTII (GS5 - 8)
The total number remained the same. Of the 3 employees, non-minority men represent 33.33 percent and non-minority women represent 66.67 percent. Minorities are not represented.

ZTIII (GS9 - 10)
The total number of employees remained the same. Of the 6 employees, non-minority men represent 66.67 percent and minorities represent 33.34 percent. Non-minority women are not represented.

ZTIV (GS11-12)
The total number of employees decreased by one from 13 (FY02) to 12 (FY03). Of the 12 employees, non-minority men represent 91.67 percent and minorities represent 8.33 percent. Non-minority women are not represented.

ZS: The total number of employees in the ZS career path decreased by 3 from 65 (FY02) to 62 (FY03). Of the 62 OAR employees in the ZS career path, non-minority women represent 66.13 percent and minorities represent 33.87 percent. There is conspicuous absence of non-minority men, Hispanic men, Asian men and women and American Indian men and women. (**Appendix C-4**).

ZSI (GS1 to 2)
The total number of employees decreased by one from 1 to 0.

ZS II (GS3 to 4)
The total number of employees increased from 2 to 3. Of the 3 employees, non-minority women represent 33.33 percent and minorities represent 66.67 percent. Non-minority men are not represented.

ZSIII (GS5 to 6)
The total number of employees decreased by five from 10 to 5. Of the 5 employees, non-minority men represent non-minority women represent 60.00 percent and minorities represent 40.00 percent.

ZSIV (GS7 to 8)
The total number of employees increased by two from 49 to 51. Of the 51 employees, non-minority women represent 68.63 percent and minorities represent 31.38 percent. Non-minority men are not represented.

ZSV (GS9 to 10)
The total number of employees remained the same from FY 01 to FY 02. Of the 3 employees, non-minority women represent 66.67 percent and minorities represent 33.33 percent. Non-minority men are not represented.

Blue Collar Workforce (Appendix D)
The total number of Blue Collar employees decreased by 1 from 12 (FY02) to 11 (FY03). Of the 11 OAR employees, non-minority men represent 81.82 percent and minorities represent 18.18 percent of the total. There is conspicuous absence of non-minority women, Black women, Hispanic women, Asian men and women and American Indian men and women.

3. MAJOR OCCUPATIONS (Appendix E):

An analysis of the most populous series (100 or more employees) shows that OAR has conspicuous absence and/or manifest imbalance in the following major occupations.

Meteorology 1340 -
The total number of Meteorology positions decreased by nine from 169 (FY02) to 160 (FY03). Of the 160 employees, non-minority men represent 81.25 percent; non-minority women represent 8.75 percent and minorities represent 10.02 percent.

There is a conspicuous absence of Black men and women and American Indian women. There is a manifest imbalance of non-minority women.

There was an increase in percentage of minorities from 9.47 percent (FY02) to 10.02 percent (FY03).

Physical Science 1301 -
The total number of Physical Science positions increased by thirteen from 111 (FY02) to 124

(FY03). Of the 124 employees, non-minority men represent 67.74 percent; non-minority women represent 18.55 percent and minorities represent 13.72 percent.

There is manifest imbalance of non-minority women.

There was an increase in the percentage of minorities from 10.80 percent (FY02) to 13.72 percent (FY03).

Oceanography 1360 -
The total number of Oceanography positions increased by three from 67 to 70. Of the 70 employees, non-minority men represent 64.29 percent; non-minority women represent 18.57 percent and minorities represent 17.15 percent.

There is a conspicuous absence of American Indian men and women.

There was an increase in the percentage of minorities from 16.42 percent (FY02) to 17.15 percent (FY03).

Physics 1310 -
The total number of Physics positions decreased by three 58 to 55 (FY03). Of the 55 employees, non-minority men represent 90.91 percent; non-minority women represent 1.82 percent and minorities represent 7.27 percent.

There is manifest imbalance of non-minority women and Asian men. There is a conspicuous absence of Black men and women, Hispanic women, Asian women and American Indian men and women.

There was an increase in the percentage of minorities from 6.89 percent (FY02) to 7.27 percent (FY03).

4. ACCESSIONS, SEPARATIONS, PROMOTIONS:

ACCESSIONS:
During FY 03, there were a total of 37new hires. The new hires included: 13 non-minority men (35.14%); 12 non-minority women (32.43%); 6 Black women (16.22%); 1 Hispanic woman (2.70%); 4 Asian men (10.81%); and 1 Asian women (2.70%).

SEPARATIONS:
During FY 03, there were a total of 55 separations. The separations included: 32 non-minority men (58.18%); 19 non-minority women (34.55%); 1 Black man (1.82%); and 3 Black women.

PROMOTIONS:

The following information on promotions was obtained using the OAR personnel database provided by the NOAA Civil Rights Office. During FY 03, a total of 27 non-demo employees were promoted.

NON- DEMO LABS (OGP, GFDL, GLERL, PMEL)				
EMPLOYEES				
GRADE	**NON-MINORITY**	**NON-MINORITY**	**MINORITY**	
	MEN	**WOMEN**		
ES3-4	1	0	0	
GS14 to GS15	0	0	1	Hispanic Man
GS13 to GS14	2	1	2	Asian Women
GS12 to GS13	1	0	1	Black Man
GS11 to GS12	1	3	0	
GS10 to GS11	1	0	0	
GS9 to GS11	0	2	3	1 Black Man, 2 Asian Men
GS8 to GS9	0	1	0	
GS7 to GS9	0	1	2	Black Women
GS7 to GS8	1	0	0	
GS5 to GS7	0	0	1	Black Woman
GS4 to GS5	0	1	0	
WG8 to GS11	1	0	0	
Total	**8**	**9**	**10**	

During FY 03, a total of 47 employees in the Demo system were promoted.

DEMO LABS				
EMPLOYEES				
GRADE	**NON-MINORITY**	**NON-MINORITY**	**MINORITY**	
	MEN	**WOMEN**		
ZP5-ES2	1	0	0	
ZP4-5	12	1	1	1Asian woman
ZP3-4	7	4	1	1Asian woman
ZP2-3	2	1	1	1Black woman
ZP1-2	1	1	0	
ZA4-5	0	2	0	
ZA3-4	1	0	0	
ZA2-3	0	1	0	
ZS4-ZA2	0	2	0	
ZS4-5	0	2	0	
ZS3-4	0	3	2	1Black woman, 1Hispanic woman
ZS1-2	0	1	0	
Total	**24**	**18**	**5**	

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
PLAN UPDATE FOR FY 2003
REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: Organization and Resources

PROBLEM/BARRIER STATEMENT: The OAR EEO program procedures are not being applied to all OAR units that were made part of OAR under the OAR reorganization in 1999.

OBJECTIVE: Expand the OAR EEO program to include all OAR units.
RESPONSIBLE OFFICIAL: Assistant Administrator, OAR
TARGET DATE: September 2003

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
Expand the OAR EEO vacancy tracking procedures to OAR HQ and HQ units (OGP, Sea Grant, and NURP).	OAR EEO Manager, and OAR Deputy Assistant Administrator	September 2003
Expand the requirement for EEO Quarterly reports to OAR HQ and HQ units (OGP, Sea Grant, and NURP).	OAR Deputy Assistant Administrator	March 2003

Because resolving budget and organization issues took priority this year, this action item was not addressed.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
PLAN UPDATE FOR FY 2003
REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: Recruiting and Hiring

PROBLEM/BARRIER STATEMENT: OAR has an aging workforce and needs to develop new strategies for attracting, promoting, and retaining minorities and women.

OBJECTIVE: Develop procedures for attracting more employees to OAR.
RESPONSIBLE OFFICIAL: Assistant Administrator, OAR
TARGET DATE: September 2003

ACTION ITEMS	RESPONSIBLE OFFICIAL	TARGET DATE
Support the NOAA initiative for Minority Serving Institutions by serving on the MSI council and providing leadership for new initiatives with HBCUs, HSIs and Tribal Colleges.	OAR Deputy Assistant Administrator	March 2003
Increase the working relationship with minority organizations such as SACNAS, MESA, and AISES and encourage attendance at meetings and financial support of the national conference.	OAR EEO Manager and OAR Deputy Assistant Administrator	September 2003
Provide assistance to Blacks In Government (BIG) by serving on committees for the 2003 National Training Conference (NTC) in Denver.	OAR EEO Manager OAR EEO Specialist	August 2003
Seek out new funding to be made available by OAR HQ for laboratories to hire new employees.	OAR Deputy Assistant Administrator	September 2003
Expand the Time-in-Grade (TIG) analysis to focus on retention of GS and Demo employees with TIG exceeding 60 months.	OAR EEO Manager	March 2003
Develop a procedure for identifying laboratory candidates for an internal Upward Mobility program.	OAR EEO Manager	September 2003

Served on the MSI Council and supported MSI initiatives such as continued partnership between CMDL and Sinte Gleska University; participation in career fairs at Spellman and Clark Atlanta University and participation in the HACU conference in Denver, CO.

Participated in the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) national conference in Albuquerque, NM and provided partial funding ($5K) in support of teacher training for teachers from minority communities and rural areas; provided funding Spangler Elementary MESA program and attended the AISES national conference in Tulsa, OK.

PROGRAM ELEMENT: Recruiting and Hiring (Continued)

Provided funding support ($8K) to the Blacks in Government 2003 – 25th Annual National Training Conference in Denver, CO as well an in-kind support. The EEO Manager was chair of the Corporate Sponsorship Committee and the EEO Specialist was chair of the Souvenir Book Committee. (August 2003).

NSSL Director identified and secured funding through EEO for a promising graduate student in Meteorology to mentor for future employment at the laboratory. Scientists also identified a Hispanic woman majoring in Meteorology and secured funding to employ her at the laboratory.

The TIG analysis report was expanded and a program was developed to track demo employees by salary. The TIG should be available for review by laboratory directors for review in FY 04.

A non-minority woman at CDC was promoted through the reestablished OAR Upward Mobility Program.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN
NOTEWORTHY ACTIVITIES/INITIATIVES

This summary highlights information on internal and external upward mobility, outreach programs, and affirmative employment advocacy accomplishments for FY03.

A. Internal and external accomplishments related to upward mobility.

Centrally funded special projects resulted in the following:

- Provided funding support ($4K) to Hialeah High School, Miami-Dade County, FL to send four minority students to participate in the 2003 Close-Up program in Washington, DC. The Close-Up program is a one week program that provides students with an in-depth study of the government and political process first hand by attending seminars, and visiting representatives and diplomats. (January 03).

- Provided funding support ($1K) to students from rural areas participating in the Colorado regional competition of the National Ocean Sciences Bowl. (February 03).

- Provided funding support ($1K) to the Society of Women Engineers (SWE) 2003 Hampton Roads Engineering Day Event. About 70 Junior Girl Scouts participated in hands-on engineering activities such as electrical circuits, constructions materials, robots and gears and so on. (April 03).

- Provided funding support ($8K) to the Spangler Elementary Mathematics, Engineering, Science Achievement (MESA) program. Spangler has a 75 percent Latino student population and has the district's highest mobility rate. MESA is a pre-college high school program that emphasizes math, English and science instruction. (June 2003).

- Provided funding support ($4K) to the St. Vrain School District to support experiential learning field trips in science and math for economically disadvantaged students. The St. Vrain School District has a high enrollment of Hispanic students. (June 03).

- Provided funding support ($8K) to the Blacks in Government 25th Annual National Training Conference in Denver, CO as well an in-kind support. The EEO Manager was chair of the Corporate Sponsorship Committee and the EEO Specialist was chair of the Souvenir Book Committee. (August 2003).

- Participated in the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) national conference in Albuquerque, NM. Partial funding ($5K) was provided to SACNAS in support of teacher training for teachers from minority communities and rural areas. (September 2003).

- An OAR employee published a monthly bilingual newsletter for the grassroots community organization, E l Comité, from Longmont, CO.

- OAR published twenty-five issues of the *Denver Noticiero* and distributed it to more than 100 individuals and organizations nationwide. The *Noticiero* is also online at various websites.

- NOAA recruitment ads were purchased in publications aimed at attracting youth to the sciences: Boulder Community Actions Program awards brochure, Boulder County Blacks In

Government (BIG) brochure, BIG NTC Training Conference Souvenir Book (complimentary) and Spangler Elementary PTO program.

Strategies used to increase upward mobility opportunities for employees included:

- A written EEO evaluation of each laboratory on accomplishments and areas of concern was presented to the OAR Assistant Administrator as part of the performance plan interviews for laboratory directors.

- NSSL Director identified and secured funding through EEO for a promising graduate student in Meteorology to mentor for future employment at the laboratory. Scientists also identified a Hispanic woman majoring in Meteorology and secured funding to employ her at the laboratory.

- A non-minority woman at CDC was promoted through the reestablished OAR Upward Mobility Program.

- Funding was provided for two SEC employees in the OAR Upward Mobility Program.

B. Outreach Programs

OAR participated in various outreach program activities aimed at attracting youth to the sciences. These activities included attending conferences, meetings and special emphasis events organized by women, minority and youth organizations:

Conferences:

- Hispanic Association of Colleges and Universities (HACU) national conference in Denver, CO and assisted DOC representatives with the recruitment display booth. (October 2002).

- Summer Internship Fair at Spelman College and Clark Atlanta University. An ETL employee participated in the recruitment activity in Atlanta, GA. (November 2002).

- AISES 24th Annual National Conference in Tulsa, OK with an exhibit display. The OAR EEO Specialist received the Community Service Award from AISES. (November 2002).

- Annual meeting of the AMS and meetings of the Board on Women and Minorities of the AMS in Long Beach, CA. (January 2003)

- DFEB/Multi-agency Federal Career Fair at Auraria Campus in Denver, CO (April 03)

- Federally Employed Women's (FEW) Annual National Conference in July in Chicago, IL. Two GLERL employees attended the conference. (July 2003).

- Blacks In Government (BIG) Annual Conference in Denver, CO. Thirteen NOAA employees attended the conference. (August 2003).

- SACNAS 30th Annual National Conference in Albuquerque, NM. (September 2003).

Meetings:

- Quarterly meetings of the Denver and the Miami Federal Executive Board's Hispanic, American Indian, Women's, and EEO committees.
- Monthly meetings of the University of Colorado at Denver Ethnic Studies task force and minority recruitment and retention committee chaired by the Chancellor.
- Semiannual meetings of the AISES-Government Relations Council.
- Monthly meetings of CO MESA at Spangler Elementary.
- Monthly meetings of El Comité, a Latino community grassroots organization.
- Monthly meetings of the Boulder County Blacks In Government (BIG) chapter.
- Monthly meetings of the BIG NTC 03 planning meetings.
- Monthly meetings of the OAR Outreach Committee.
- Monthly meetings of the Boulder County Down Syndrome organization.
- Monthly meetings of the Boulder Laboratories Diversity Council.
- Weekly (4 weeks) Latino parent workshops as part of the CO MESA and Sun Microsystems grant.

Special Emphasis Events:

- DFEB - American Indian Program Council Training Seminar. (November 02)
- DFEB - Martin Luther King, Jr. Diversity Training conference. (January 03).
- Boulder County Chapter Blacks In Government - Black History Month. (February 03).
- DFEB- FWP Training Seminar (April 03).
- FAA/Native American/Alaska Native Coalition 2003 conference in Denver, CO (May 03).
- BLDC - Disability Awareness Week activities. (July 03).
- LaRasa – Conference on Latino Issues (September 03).

Significant OAR community and Education outreach activities by laboratories and program offices included the following information reported in the EEO quarterly reports:

OAR HEADQUARTERS (SILVER SPRING, MD):

The 2003 NOAA Research Web Shop held in Longmont, CO featured workshops on Section 508 of the Rehabilitation Act.

AERONOMY LABORATORY (BOULDER, CO):

EEO/Diversity

An employee administered the SFA follow-up surveys and participated in planning activities for "Take Your Child to Work Day."

Special Positions

A Clark Atlanta University student worked at AL through the NOAA Educational Partnership Program with MSI's. She completed a two-month project on the cavity ring-down instrument for atmospheric trace species analysis.

A SOARS program protégé worked at AL. The student completed a project involving analyses of wind profiler data taken in the tropical Pacific Ocean region.

Educational outreach

The following presentations were provided: Being a NOAA scientist and studying atmospheric chemistry to students at Eisenhower Elementary, Creekside Elementary and Hackberry Hill Elementary; Thermal Structure and Behavior to the Magnificent Mountain Men Annual Meeting and free-flight model airplane club; Going to Work in Antarctica at the IBM-Take Your Child to Work Day; demonstrations on proper techniques for using a telescope, to a 10th grade class from Tara Institute for the Performing Arts; aerosol particles and their importance to global climate, measuring the chemical composition of atmospheric particles, and interpreting mass spectra to the Rocky Mountain School for the Gifted and Creative middle school class.

An employee participated in the IBM Excite program, a science camp for girls, by providing cryogenics demonstrations.

Two employees served as mentors to a University of Colorado undergraduate student on his AL research and to a high school student from Nederland High School in finding information on air pollution transport in Northern Italy for a school project.

Employees participated as science fair judges at Rocky Mountain School for the Talented and Creative School; Eisenhower Elementary; Burbank Middle; and Crest View Elementary.

Community Outreach

AL employees are involved in the following community activities: Chairman of the Commerce Children's Center; Congregation Har HaShem; Boulder Homeless Shelter; Frasier Meadows Retirement Community; National Technical Director for the National Electric Drag Racing Association; Brownie troop #392 treasurer; Chairman of the Board for a youth group titled Project YES (Youth Envisioning Social change) which targets 11-19 at-risk youth where they devise and complete projects to place in the community; Wildlands Restoration Volunteers; Boulder United Methodist Church soup kitchen; Co-chair of a task force of the First Congregational church on the Capital Campaign of Construction (for a new Christian Education/Administration Building); Niwot Youth Sports; and San Marco South Condominium Association.

AIR RESOURCES LABORATORY (ARL):

Special Positions

Two students were hired at ATDD through the VOE from Oak Ridge High School. One student performed tasks in the electronic ship and the other student worked as an administrative assistant.

A National Research Council Senior Associate, joined the NOAA/ARL Climate Variability and Trends Group for a period of one year. He is a Senior Lecturer in the Geography Department at the University of Portsmouth (United Kingdom), and specializes in studies of weather and climate in mountainous regions. His research at NOAA will focus on surface and free air temperature variations and trends, at low and high elevations.

ATDD had six summer students (high school and college) that worked on various projects. One student's position was extended through the school year due to her hard work and enthusiasm. She will assist the ATDD administrative staff.

A Professor from the Department of Atmospheric Science, Yonsei University in Seoul, South Korea, started a sabbatical year at ATDD in August, 2003. Part of her duties will include incorporating a parameterization of gravity wave stress generated by subgrid-scale terrain features. The scheme will be used in a mesoscale air quality model for South Korea, a region of complex terrain.

Community Outreach

An ARL employee is chair of the 2003-2006 American Meteorological Society's Climate Variations Committee. The committee is responsible for planning conferences and symposia, preparing AMS Statements, providing advice to the AMS Council, and advancing the interests of the discipline in climate-related matters.

ATDD employees participated in the following community activities: John Tarleton Home Angel Tree; MDA (Muscular Dystrophy Association) Lock-Up to raise money for the organization and the Holiday Bureau; Recording for the Blind and Dyslexic; and the Oak Ridge Traffic Safety Advisory Board; and semi-annual Board meeting of the Southern Appalachian Science and Engineering Fair.

ATDD received the Anderson County (Tennessee) Combined Federal Campaign Gold Award for per capita contributions, and the Silver Award for employee participation.

ASMD continued its holiday tradition of adopting a needy family through the Durham County Social Service "Share Your Christmas" program.

An ASMD employee attended several meetings of the Wake County Air Quality Task Force and two ASMD employees hosted a tour of the Fluid Modeling Facility for a

group of high school seniors and incoming freshman from North Carolina Central University, Durham, NC. They discussed the facility's mission as related to air quality modeling and the experimental work underway.

Educational Outreach

ARL presentation, "Mercury in the Arctic and Understanding Weather", was provided to Hopson Middle School students, participating in the National Science Foundation Schoolyard Program and to the Oak Ridge Institute for Continued Learning.

The NOAA/ATDD portable weather station, constructed with funds from the NOAA/OAR EEO Office, was deployed. It was created to promote the education of weather in area schools and community organizations. It can be easily transported and assembled by one person in approximately 45 minutes. A laptop computer equipped with a wireless modem recovers data from the station up to a mile away. The solar powered station records the following data: wind-speed and direction, humidity, precipitation, solar radiation, temperature, and soil temperature. An Oak Ridge High School student, serving under an internship at NOAA, assisted teachers in assembling and using the weather station and in creating an instructional guide to assist users in assembling the weather station.

ASMD provided the following presentations: Lightning Safety, science fair projects and weather basics to three 6th grade classes at Martin Middle School, three 5th grade classes at Olive Chapel Elementary School; and to 2nd grade class at Morrisville Elementary School.

FRD provided the following presentations: cloud formation, computer usage for research and weather support and FRD's web page meteorology features to two different classes at Templeview Elementary School and a Boy Scout working on his Computer Merit Badge.

An FRD employee provided a seminar at the Plant and Animal Science department at Brigham Young University titled "An Agriculture/Horticulture Degree: A Doorway of Opportunity." He discussed how different disciplines are used in NOAA. Several students expressed interest in working at FRD during the summer, and talks are under way to form internships that will benefit both the students and FRD.

Two FRD employees attended the Science, Technology, and Energy Committee meeting sponsored by the Idaho Falls Chamber of Commerce. The committee is trying to promote how science and technology based in southeastern Idaho positively affects local communities and the general population.

Through the work of five employees, FRD donated five of its outdated computer systems to the local YMCA organization for educational use in their preschool

and after-school programs. Many of the children are from low-income homes and do not have access to computers and valuable learning programs. This is a continuation of FRD's support to its community and children in regards to education.

An active weather alert graphic and link was added to the ARL/SORD web site. By clicking the "alert" button the users are taken to the latest weather page with information on weather warning or advisory.

An SRRB employee served as a volunteer science fair judge at Boulder Country Day School and Eisenhower Elementary School.

ATLANTIC OCEANOGRAPHIC AND METEOROLOGICAL LABORATORY (MIAMI, FL):

Special Positions

AOML had a total of 29 summer interns (paid/sponsored and volunteer) from 1st to 3rd quarter 03. They included 9 non-minority men, 6 non-minority women, 9 minority men and 5 minority women.

EEO/Diversity

The Laboratory EEO Manager participated in the following activities and programs: Alternative Dispute Resolution Program; AOML diversity program; Awards program for NOAA, SACNAS & AMS; Career path development; Employee assistance Program; Graduate Scientist Program; MSI Student Program; SFA facilitations; Voluntary Early Retirement Counseling; Founding member of the S FL FEB Interagency Mediation Council; SACNAS Education committee; NOAA EEO Council's subcommittee for under representation; UCAR/SOARS Program contact; Regional Planning and Development Council.

Ongoing Outreach activities by employees include: MAST Academy Educational Excellence School Advisory Committee, forums and programs; Education Excellence, Scholastic and Academic Council meetings at Hialeah High School; maintaining a Frequently Asked Questions file on Hurricanes, Typhoons, and Tropical Cyclones; and serving as an Adjunct Professor, BCC/Aviation Institute.

An employee attended the Spanish Heritage Month Celebration at Miami Dade Community College and gave a talk on NOAA's role as an information science provider.

Two employees participated in MSI activities by attending the White House Initiative on Educational Excellence for Hispanic Americans at Hialeah High School and SACS Peer review; and providing a lecture on Remote Sensing of Ocean Fluxes to the graduate program at City College New York,

Two minority women (Black and Hispanic) were honored at the 3rd Annual Young Scientist and Women of Achievement Luncheon at the Women of Color Research Sciences and Technology Awards Conference in Nashville, TN, September 2003. They were recognized for their contributions to hurricane research.

Educational Outreach

Explorer of the Sea program: scientists spent a week at sea on board the cruise ship giving daily tours of the ocean and atmospheric labs. Visiting scientists also gave talks on ocean research and their area of expertise during the course of the week. An estimated 1250 people were contacted during the 1st quarter; 500 people were contacted during the second quarter; and an estimated 500 people were contacted during the 3rd quarter.

National Ocean Sciences Bowl 2003 - five AOML scientists developed technical challenge questions in the areas of Physics, Chemistry, and Geology, and Technology.

Sixteen AOML employees judged Environmental Science projects at the Miami - Dade Science Fair; Regional National Ocean Science Bowl; and Broward County Science Fair. Four employees also visited 4 schools and talked about AOML research to 335 students.

An employee worked on a key for the "Science of Hurricanes" internet research activity, where students do online research to find out what elements are necessary for a hurricane to form.

AOML provided the following presentations: NOAA hurricane research to an 8th grade science class at G. Washington Carver middle school; hurricane classes for emergency managers at NHC; hosted five Iowa State University meteorology undergraduates from their AMS local chapter and discussed hurricane research, NOAA, and employment options; Atlantic Hurricanes at the South Tampa Chamber of Commerce monthly luncheon meeting and Florida Keys Discovery group in Islamorada.

Three employees conducted a WMO course in tropical Meteorology at NHC. Part of the two week course was given to forecasters from developing countries. An employee spoke at the Excellence in Government Fellows from the Council for Excellence in Government talk on such topics as employee performance improvement, dealing with under-performing workers, and the new pay-for-performance personnel systems.

An employee was a guest speaker at the "REALM (Really Exploring and Learning Meteorology) end of the year event at Doral Middle School. She was

also a presenter at the MAST Academy 12th Annual Awards Ceremony.

Employees staffed the NWS/NOAA booth at the Miami Dade Fair and Expo; and gave a talk titled "Hurricane Forecasting for the 21st Century" at the S. Dade Business & Professional Organization Breakfast.

GEOPHYSICAL FLUID DYNAMICS LABORATORY (PRINCETON, NJ):

Educational Outreach

Two employees participated in the Hopewell school science fair.

Presentations on topics such as global warming and global climate change, land-atmosphere interactions and sea ice, clouds and global warming to 4th grade classes at Hopewell Elementary; Allentown Presbyterian Church; the Plasma Physics Laboratory in Princeton; students at Montgomery High School; conference attendees at Princeton University-New Jersey Catholic Coalition; and 1st graders at Wicoff School.

An employee gave the following talks: scientific tricks (Toll Gate Grammar School -3 1st graders); Alaska (Riverside Elementary School-3rd graders); Weather (Yardville Grammar School -3 1st grade classes); resource group-volcanoes (Stoney Brook Grammar School);science fair demonstrations (Lawrenceville Elementary School); solar system (Riverside Elementary School-3rd grade); weather (Johnson Park Elementary School -K, three classes); solar system (Riverside Elementary School -3rd grade); mentoring student-project (Stoney Brook Grammar School); weather (Mercer Christian Academy); Exxon Valdez – 4th grade (Hopewell Elementary School); volcanoes (Stoney Brook Grammar School -3rd grade); Volcanoes (TollGate -3rd grade); weather (Toll Gate Grammar School-1st grade).
An employee performed the following educational outreach services: Toll Gate Grammar School - weather (1st grade); Hopewell Elementary School - Exxon Valdez presentation (4th grade); Hillsborough Grammar School - weather (5 - 4th grade classes); Toll Gate Grammar School - weather (1st grade); Bear Tavern Elementary School - weather - (4 - 4th grade classes); Hopewell Elementary School - weather (4th grade), Hopewell, NJ; Toll Gate Grammar School - Exxon Valdez presentation (4th grade); Dean Porter Elementary School - weather (5 - 2nd grade classes); Toll Gate Grammar School - Exxon Valdez presentation (4th grade); Princeton University - Out-reach Meeting; Stony Brook Grammar School - Mars presentation (special resource group); Princeton Boys' Choir School - Judge at Science Fair; Toll Gate Grammar School- Exxon Valdez presentation; GFDL - Greenhouse Warming-weather to Home School Group, from Trenton, NJ; and Rain Forest presentation (3rd grade)
Pennington, NJ.

GREAT LAKES ENVIRONMENTAL RESEARCH LABORATORY (ANN ARBOR, MI):

EEO/Diversity

An employee served as a reviewer on the Entrepreneur Panel in Washington, D.C., where NOAA's Educational Partnership awards $6.7 million to 23 Minority Serving Institutions.

Special Positions

For the fifth year GLERL and CILER co-hosted a Summer Fellowship program for undergraduate students. Sixteen students from ten colleges were chosen to participate under the mentorship of individual scientists or professionals in a broad range of fields including biology, computer systems, engineering, and ecology. The fellowship provides students with the opportunity to gain experience by working at a federal environmental research laboratory. Thirteen positions were located in Ann Arbor and three at the Lake Michigan Field Station.

Educational Outreach

Three scientists served as judges at the 45th Annual Southeast Michigan Science Fair for the overall competition as well as judges for a special Aquatic Science Award sponsored by NOAA GLERL.

GLERL sponsored the Sixth Annual Midwest Regional Competition of the National Ocean Sciences Bowl at the University of Michigan. Thirteen teams from Michigan and Ohio competed in a round-robin tournament during the morning session to determine which four teams would advance to the double-elimination round held in the afternoon.
A GLERL employee presented the fourth place prize to La Jolla High School at the National Ocean Sciences Bowl (NOSB) finals competition at the University California-San Diego. La Jolla received an all expense-paid trip to the Great Lakes region from GLERL, CILER, Michigan Sea Grant, and the National Ocean Service.

An employee participated in the following activities: a webchat with representatives from CORE (Consortium for Oceanographic Research and Education) and high school students from throughout the country competing in the 2003 National Ocean Sciences Bowl regional competitions; talks on careers in Great Lakes and Ocean Sciences to ninth- and tenth-graders as part of Dexter High School's Science and Technology Pathway Career Day; and staffed a GLERL display on Careers in Great Lakes and Ocean Sciences at the Ann Arbor Public Schools "Focus on the Future: Joining Hands for Success" event.

An employee gave a talk to a group of 50 students at the University of Michigan on careers in the Physical Sciences and GLERL research programs.
Twenty-five students in Limnology classes at Bowling Green State University, Bowling Green, Ohio and Eastern Michigan University, visited GLERL for briefings on research activities and a tour of lab facilities.

The Texas A&M Consolidated High School's National Ocean Sciences Bowl (NOSB) team visited GLERL's Lake Michigan Field Station (LMFS) in July. The team won the all expense paid trip to LMFS after placing fourth in the NOSB National competition held in Providence, RI.

Community Outreach

Three employees staffed an exhibit booth on GLERL Invasive Species Research at the Michigan Legislature's Aquatic Nuisance Prevention and Control Day.

GLERL and Michigan Sea Grant produced an interactive exhibit at the 2003 Rouge River Water Festival at the Dearborn Campus of the University of Michigan. The festival is a daylong event for 5th grade classes from the Detroit area and about 3,000 students (100+ classes from 50+ schools); many are from inner-city schools. The exhibits included lake bathymetry, meteorological data, water life and exotic species. Students particularly enjoyed the Great Lakes quiz board, looking at live organisms on the video-microscope, Great Lakes wave animations and looking at preserved specimens of alien invaders.

GLERL staffed a booth at the Lake Michigan Field Station and distributed literature describing GLERL research.

GLERL participated in the State of Michigan’s "Aquatic Nuisance Species Awareness Week" to raise awareness about prevention and control of aquatic nuisance species (ANS) in Michigan and Great Lakes waters.

The Laurentian Dedication Ceremony was held dockside at GLERL's Lake Michigan Field Station in July, honoring a new partnership between GLERL and the University of Michigan. Keynote remarks were made by U.S. Representative Vern Ehlers from Michigan's 3rd District. GLERL will operate and maintain the University's science vessel, the *R/V Laurentian.*

GLERL's Research Vessel *Shenehon* was used to provide onboard tours, exhibits and literature describing GLERL research activities as part of the Tall Ships Festival in Alpena, MI. The open house was organized in conjunction with NOAA's Thunder Bay National Marine Sanctuary and Underwater Preserve.

NATIONAL SEVERE STORMS LABORATORY (NORMAN, OK):

Special Positions

The NSSL Director identified and secured funding for a promising graduate student in Meteorology to mentor for future employment at the laboratory. Scientists have also identified a Hispanic woman majoring in Meteorology and have secured funding to employ her at the laboratory.

A Hispanic woman spent her summer at NSSL though the NCAR- SOARS program. Her research project involved analyzing lightning and other information related to the May 8-9, 2003 tornado outbreak in Oklahoma.

Fourteen college students from across the country participated in a summer program hosted by the Norman meteorological community and funded by the National Science Foundation's Research Experience for Undergraduates (REU), the Oak Ridge Institute for Science and Education (ORISE), and Significant Opportunities in Atmospheric Research and Science (SOARS). Eight employees served as mentors.

Community Outreach

NSSL employees participate in the following Community Activities: Norman Veteran Center; Norman Kiwanis club; Eisenhower Elementary School; exhibit interpreter at the University of Oklahoma's Oklahoma Museum of Natural History; Washington Elementary School; Finance Council at church; Treasurer for the local council of the Knights of Columbus; Retired and Senior Volunteer Program (RSVP); Children's Ministries Team; Roosevelt Elementary School; Norman Community Choral Society; Board of Directors of Parents and Friends of Lesbians and Gays (PFLAG) in Norman; Gay-Lesbian Ministries Committee; Chinese Fellowship Children's Sunday School; Board member and Chair of the Human Resources Committee for the Cleveland County (OK) Chapter of the Red Cross; co-coordinator of the Combined Federal Campaign portion of the Norman United Way; Board member of a local Kiwanis club; Central Oklahoma Special Olympics; Cleveland County Aging Services; Pinewood Derby Chairman for Cub Scout Pack 239; Kiwanis Terrific Kids Program; Meals on Wheels; Cleveland County Master Gardeners Association; Oklahoma Cooperative Extension Service; Vice President of the Board of Directors of the United Way of Norman; Little River Zoo; National Public Policy and Advocacy Committee of the Arthritis Foundation; Rheumatoid Arthritis Advisory Board for Abbott Laboratories; Arthritis Foundation, Oklahoma Chapter; Norman Salvation Army Advisory Board; Vice Chair, Children's Arts Network; Oklahoma Arthritis Network; "Bear Hunter for Baylor University; Assistant Scoutmaster with Boy Scout Troop 792; Committee Chair of Boy Scouts' Venturer Crew 133; Sooner Swim Club; Bible study class; volunteer science teacher once a week for a third grade class in Boulder; Sooner Theatre; and the University of Oklahoma Chapter of the Public Relations Student Society of America.

Educational Outreach

Presentations on winter weather science and safety seminars were provided to four groups of Colorado 4th and 5th grade students.

One employee mentored a Moore High School student on a science fair project; provided tours of NSSL; recruited undergraduate students for the National Science Foundation sponsored Research Experiences for Undergraduates summer program; met with two students and their teacher from Jefferson Middle School in Oklahoma City concerning a science fair project; started a weather mini-course at Kennedy Elementary School in Norman and was shadowed by two students, one from Grant High School in Oklahoma City and the other a freshman at the University of Oklahoma on activities that a meteorologist does during the course of a workday.

One employee mentored a 10th grade student from Ohio on his award-winning science fair project that was presented at the Intel International Science Fair in May 2003; talked to meteorology undergraduates at the University of Utah about NSSL research and career opportunities in NOAA; continued to write the Weather Watch column, for *Canoe & Kayak* magazine; talked about career choices in meteorology and graduate school with several undergraduate and graduate students at the Annual Meeting of the American Meteorological Society and met with two 8th grade students from Jefferson Middle School in Oklahoma City about their science fair project.

One employee provided presentations on topics such as NSSL research, the new National Weather Center in Norman and severe storm safety to a 3rd grade class at Roosevelt Elementary School, rotary groups in Oklahoma City and Moore, a Kiwanis Club in Norman, the University of Oklahoma College of Geosciences Board of Visitors, and at the annual National Severe Weather Workshop in Norman.

An employee is an EARTHSTORM mentor for an elementary class in Enid, OK.

Seven employees installed NOAA Weather Radios, donated by the NSSL-Storm Prediction Center Employees Association, at 10 local area schools.

An employee met with 2002-2003 Leadership Norman participants and Tomorrow's Leaders participants (high school sophomores) to discuss NSSL's role as a member of the Norman NOAA Weather Partners and spoke with students working at NSSL during the summer about activities at the Lab and talked about radar and employment opportunities with University of Oklahoma meteorology seniors in a Capstone course.

An employee teaches a graduate level meteorology course at the University of Oklahoma.

An employee trained 12 college students (including four females and one minority) on the basics of scientific ballooning (instrumented, unmanned) in thunderstorms. He also had them participate in a field experiment.

An employee gave talks on lightning, tornados, and flash flood safety to a 4th grade class at Soldier Creek Elementary School. He also helped to educate the management group of an Oklahoma City business about weather safety and where to find hazardous weather outlooks and warnings on the web.

An employee gave a talk to students at the Mesa Community Center in Mesa, CO about science and tornado research.

An employee gave talks on the new phased array radar, to a group of middle school teachers, the University of Oklahoma (OU) College of Geoscience's Board of Visitors, a delegation of visiting Chinese meteorologists, a group of OU students, and the Society of American Military Engineers.

An employee served as a professional liaison for the University of Oklahoma Chapter of the Public Relations Student Society of America. She was guest speaker at the monthly meeting of the Oklahoma City Chapter of Women in Communications. She also helped to coordinate tours of the NOAA Weather Partners in Norman for three French attachés based in Houston, participants in the Oklahoma Federal Executive Board's Leadership Program, and for an eleven-member delegation from the Chinese Meteorological Administration.

An employee spoke to a total of 17 adults, 3 college students, and 47 kids about NSSL activities and responded to 131 e-mail letters and 70 phone calls.

An employee met with several undergraduate students from SUNY Albany and discussed careers in meteorology with them.

An employee mentored a high school student from the Oklahoma School of Science and Mathematics. She also assisted in the preparation of a proposal to bring weather education to American Indian and Hispanic middle school and high school students in Oklahoma.

PACIFIC MARINE ENVIRONMENTAL LABORATORY (SEATTLE, WA):

Community Outreach

Activities include: computer docent at a Seattle elementary school; Newport City Council; Technology Committee for a Local Seattle Elementary School; Local Advisory Committee for the Early Intervention Programs in Lincoln County, Oregon. The committee consists of parents and professionals that advise the Lincoln County School District on matters relating to services for disabled preschool children; and Technology Committee for a local Newport Oregon

Elementary School.

Educational Outreach

An employee is involved in a mentoring/protégée program through the Association of Women in Science (AWIS). She is the mentor for a grad student in Oceanography at the University of Washington. She is also on the AWIS scholarship committee.

An employee continued to coach a MATHCOUNTS team of junior high level students. This is a national program designed to encourage interest in and develop skills in mathematics.

The Deputy Director served as event supervisor for the Meteorology/Climate event of the Western Regional Science Olympiad. The Olympiad is a science-based competition among middle and high schools, wherein 1 or 2 person teams compete against other schools in a series of events. He also provided presentations on NOAA and PMEL research to students at the WRC's "Take Your Child to Work Day," a 2nd grade class at Seaview Elementary School in Edmonds, WA and to the Maritime Training Academy of Ballard High School.

An employee was a teacher advisor at Billings Middle School for 2002-2003. She assisted students in the study of the Comparative Air Quality Project; Covariance of Fine Particulates with other Atmospheric Conditions.

An employee served as a consultant to the Exploratorium Museum in San Francisco as they developed their Global Change web page and addressed the MIT Alumni Club of Puget Sound on El Niño. The group also toured the laboratory to view TAO equipment and facilities.

SPACE ENVIRONMENT CENTER (BOULDER, CO):

Community Outreach

SEC sponsored Space Weather Week activities.

SEC employees participated in the following community organizations: Boulder Homeless Shelter; BVSD webmaster; Community Montessori Webmaster of Boulder; Kindergarten Teacher Assistant; Nederland Library District; Allenspark Fire Protection District; Board of Meals on Wheels of Boulder; Boulder Rotary Club; and Allenspark Fire Protection District (AFPD).

An employee participated in the following community outreach activities: Board of Directors for Share-A-Gift; University of Colorado Graduate School Advisory Board; University of Colorado Foundation Board of Trustees; US National

Committee for IUGG (Int'l Union of Geodesy and Geophysics); Boulder Branch of AAUW (American Association of University Women); and Colorado University Board of Trustees. She also gave a lecture on the sun and space weather for an 8th grade class at Sacred Heart of Jesus Middle School.

Educational outreach

Presentations on SEC research and space weather were provided to the Denver-Boulder Chapter of the American Meteorological Society and Naval ROTC program at CU-Boulder.

An employee conducted the following outreach activities during the 1st quarter: presentations to Casey County Kentucky High School; Foothills Academy; Cherry Creek Challenge School; Chinese scientists from the Denver - Kunming Sister Cities Exchange Program; Superior Elementary; Campus Middle School; Colorado Science Convention 2002 and manned the NOAA/SEC booth for the convention; Legacy High School; Adams County District 12, Colorado Teachers Workshop coordinated through the Denver Museum of Nature and Science; and to the Rocky Mountain School for the Talented and Gifted.

An employee provided tours and presentations on SEC research to the following during the 2nd quarter: Fireside Elementary; Boulder Valley School District Teachers Steering Committee; Bear Creek High School Senior Field Studies Class; Loveland High School MASA Club; and Mesa Elementary School.

An employee attended the Satellites & Education Conference at California State University, co-sponsored by NOAA, NASA/JPL, Raytheon, and Lockheed Martin. The primary audience was K-12 educators and interested scientists. He provided presentations on space weather, disturbances and effects, SEC, and how SEC uses satellites and the Internet in space weather forecasting.

During the 3rd Quarter, an employee provided tours and presentations on SEC research to the following: University of Northern Colorado American Meteorological Society; Van Arsdale Elementary; Bring Your Child To Work Day; Scientist/Astronomer speaker for Everitt Middle School Career Day; Zion Lutheran School; NCAR/COMET Climate Workshop (30 NWS forecasters); Palmer High School IB Chemistry classes; Bear Creek Elementary; and to the Civil Air Patrol Evergreen Cadet Squadron.

Employees participated in the 2003 National Ocean Science Bowl; served as science fair judges at Eisenhower Elementary School and responded to 140 e-mails asking questions about the Aurora from October through December.

During the 4th quarter, an employee conducted the following: NOAA Outreach tour, National Science Academy Teacher Workshop (11 middle school teachers); SEC filming interviews by Discoveries and Breakthroughs InsideScience,

Syndicated TV News Service; SEC filming interviews by the Korean Broadcasting Station (KBS); NOAA Outreach tour, Cardinal Community Academy Charter School, Brighten, CO; Sept 20th - NOAA Outreach presentation (three), Annual Weather and Climate Workshop (80 weather spotters in Colorado); NOAA Outreach tour, Retired Aerospace Engineers.

An employee gave a tour to the Boulder Squadron of the Civil Air Patrol (CAP) and spoke about SEC space weather. Space weather is part of the aerospace education curriculum of the CAP.

An employee worked with Professor Kamide of Nagoya University on a space weather related comic book that is being jointly distributed by Nagoya University and NOAA.

During August, an employee sent out "auroral alert" to the Geophysical Institute (Univ. of Alaska in Fairbanks) distribution list of over 6000 subscribers at their request. It was on the basis of "Fearless Forecasts" of interplanetary flare shock arrivals, that there might be a geomagnetic storm of Kp = 6 or greater.

ENVIRONMENTAL TECHNOLOGY LABORATORY (ETL):

EEO/Diversity

An employee participated in the Summer Internship Fair at Spellman College and also visited Clark Atlanta University to talk with students and faculty about summer opportunities at NOAA. Over 100 students and 20 faculty members participated in her visit.

Special Positions

An undergraduate student from City College of New York worked at ETL through the EPP/MSI program. He worked on compiling lidar data on boundary layer clouds and winds from the EPIC 2001 experiment.

Community Outreach

Employees participated in the following community organizations: Boulder County Mosquito District; Boulder County Safehouse Guild; Midget A (high school) ice hockey team; Standley Lake Junior Varsity High School hockey team; Colorado Rush Soccer League U7 team; Rocky Mountain Rescue Group; CPR Coordinator for the Boulder Rural Fire Dept.; Colorado State Science Fair Board: Colorado Cancer Fund; Boulder County Safehouse; school board member for a local private school; Topical Editor to Applied Optics; and Boulder Creekfest.

Educational Outreach

An employee volunteered weekly time with the Erie Middle School science club. He provided scientific guidance with experiments.

Two employees participated in the annual 6th grade model rocket launch at Erie Middle School and gave a short talk about weather instruments and provided a pre-launch weather briefing. The Erie Middle School students had built model rockets as the culmination of their studies on space exploration, and were launching them along with rockets built by the middle school's science club.

Five employees served as science fair judges at Eisenhower Elementary, Colorado State Science Fair and at the National Ocean Science Bowl competitions at CU.

Two employees gave talks on NOAA science, meteorology and air-sea interaction to kindergarten and 2nd grade classes at Fremont Elementary and Silver Creek High School.

Two employees participated in the CIRES Earthworks workshop at the Cal Wod Environmental Center in Jamestown. A talk on recent research cruises and the proposed project to communicate with classes while at sea were held.

Twelve PCs were donated to Joseph B. Weber Elementary School located in the Jefferson County School District.

An employee participated in the High School Honors Institute held in July at CU.

FORECAST SYSTEMS LABORATORY (BOULDER, CO):

Community Outreach

Employees participated in the following community outreach activities: Merit Badge Coordinator for Broomfield LDS Ward for the Boy Scouts of America; Boy Scouts Leader; Boulder Cooperative Weather Station; Nederland newspaper weekly column.

Educational Outreach

An employee conducted the following: arranged Science Day for Fireside Elementary; gave a tour and overview of the Forecast Systems Laboratory to a student who is interested in becoming a meteorologist; took part in discussions for the Boulder-School District Partnership that will allow 8th graders to visit NOAA each year. A steering committee of science teachers is working with research staff to plan this event, which could become a model throughout NOAA; gave an overview and tour of DSRC to two teachers from Van Arsdale

Elementary to introduce them to NOAA Research and what NOAA has to offer to help with their science curriculum.

Three employees gave presentations on weather observations; FSL's Super Computer, launched a weather balloon for a group of students from Fireside Elementary and the Society of Manufacturing Engineers.

Three employees assisted with SOS presentations at the Excellence in Science, Technology and Mathematics Education (ESTME) week in Washington, DC. Presentations on NOAA Research were given to approximately 150 students from the Washington DC area.

Three employees were science fair judges at Southern Hills Middle School and Casey Middle School.

An employee served as a mentor to a Legacy 2000 Senior Internship participant. She helped him prepare his final project and presentation to a group of faculty members and peers, as well as the FSL Director.

During the 4th quarter, tours were provided to two youth hostels in Colorado, Breckenridge and Grand Lake and to two Girl Scout coordinators.

During the 4th quarter, presentations were provided to: 25 fourth grade students at Aspen Creek Middle School, Boulder; 1 hour demo for visiting school group; teachers participating in the National Science Academy Teacher Workshop; Understanding the Atmosphere and the use of Modern Weather Technology for teachers attending the National Science Academy Workshop at the Colorado School of Mines; and students from Cardinal Community Academy, September 19, 2003.

During the 4th quarter, Science on a Sphere presentations and tours were provided to: Little People's Landing; group of teachers attending the National Science Academy Teacher Workshop; Amy Caroll, Chairman Ehler's Designee, and Olwen Huxley, Professional Staffer, House Science Subcommittee on Environment, Technology and Standards, and Ken LaSala Majority Staff, and Chan Lieu, Minority Staff, Senate Commerce Subcommittee on Science, Technology and Space; Colorado Women's Forum; Cardinal Community Academy; and the Denver Business Journal members.

An employee attended the SIGGRAPH 2003 Conference to gain knowledge of new technology in the computer graphics and interactive techniques.

FSL employee and other NOAA staff hosted a group of volunteer weather observers for the 2003 Rocky Mountain Weather and Climate Workshop.

CLIMATE MONITORING AND DIAGNOSTICS LABORATORY (CMDL):

Special Positions

A student with disabilities hired through the PHASE and the Disabilities program was converted to the SCEP program and is now a Full Time Permanent employee at CMDL.

A Black student from Kentucky State University worked at CMDL through the ORISE program. He also attended the Blacks In Government 25th National Conference in Denver, CO.

Community Outreach

Employees participated in the following community activities: gave blood on a regular basis; Optimists; Master Gardner for the CSU Extension Office; First Presbyterian Church; St. Vrain Youth Soccer Association U13 soccer team; American Youth Soccer Association team in Hilo, Hawaii; and the Colorado Reptile Rescue.

Educational Outreach

CMDL continued communication with Sinte Gleska University (SGU) in the development of an Earth Science Program. The Director participated in the NativeView Forum at the USGS EROS data center in Sioux Falls, SD, which was co-sponsored by SGU in October.

Employees served as judges at the American Samoa island wide science fair and referee at the National Ocean Science Bowl for high school teams from around Colorado.

Three employees gave presentations on Antarctica and CMDL research to Superior Elementary School, Bixby School and at Career Week at Hodgkins Middle School in Westminster.

CLIMATE DIAGNOSTICS CENTER (CDC) BOULDER, CO:

Special Positions

A non-minority woman was promoted through an Upward Mobility initiative funded and sponsored by the OAR EEO Office.

Community Outreach

An employee gave a talk at the National Wildfire Manager's Planning meeting in Phoenix, AZ. He presented material on the association of both declining and continuing

El Niños with U.S climate, and a resulting climate forecast for the upcoming spring and summer seasons. He also gave a presentation on the drought at the Rocky Mountain National Park Kewauneechee Visitor Center in Grand Lake, CO for their monthly seminar series.
An employee assisted a University of Arizona curriculum developer with CDC's ENSO web pages on composite ENSO events. CDC's datasets were used by the developer to provide undergraduate and advanced high school students a GIS interface so that students could interactively look at composite ENSO's and to look at the difference between different ENSO events.

Educational Outreach

An employee gave a talk to a second grade class at Edison Elementary School about weather and climate. He also helped develop six challenge questions for the National Ocean Science Bowl in Boulder.

An employee gave presentations to two second grade classes from Mesa Elementary about weather, climate, and NOAA science.

Two employees judged high school science projects at the Boulder Valley School District Science Fair and awards were presented to two students for outstanding projects related to NOAA science. There was a wide range of projects from the gases released by the Hayman fire to studies of the ozone hole to using radar to test for avalanches.

C. Affirmative Action Advocacy

- OAR developed the FY 02 AEP Accomplishments Plan for Minorities and Women and FY 03 AEP Update.

- OAR reported that 448 training courses were attended by 274 employees:
  257 courses by 167 non-minority men;
  171 courses by 94 non-minority women;
  2 courses by 1 American Indian woman;
  4 courses by 4 Asian men;
  3 courses by 1 Asian woman;
  5 courses by 2 Black women;
  2 courses by 2 Hispanic women;
  4 courses by 3 Hispanic men;

- OAR laboratories reported the following awards during FY 03:

  OAR Paper of the Year - 2 non-minority men and 2 non-minority women.
  CIYA - 47 non-minority men, 17 non-minority women, 1 Asian man, 1 Asian woman, 3 Hispanic men, 2 Hispanic women.

NOAA Administrator's Award - 1 non-minority man and 1 non-minority woman.
NOAA Team Member of the Month – 1 non-minority woman and 1 Asian man.
NOAA Bronze Medal - 1 non-minority man.
Gold Medal (Group) -2 non-minority men and 1 non-minority woman.
NOAA Silver Medal -2 non-minority men and 1 non-minority woman.
NOAA Research Employee of the Year award - 7 non-minority women.
Special Act -33 non-minority men, 17 non-minority women, 1 Asian woman.
QSI - 3 non-minority men and 1 non-minority woman.
International Joint Commission Letters of Appreciation – 2 non-minority men.
WMO Norbert Gerbier Award – 1 Asian man.
Years In Service - 2 non-minority men.
FAA Excellence in Aviation - 1 non-minority woman.
NWS Appreciation Award - 11 non-minority men and 1 Asian man.
Fellow of the American Geophysical Union -1 non-minority man.
2002 Weizmann Women in Science award -1 non-minority woman.
Outstanding Scientific Research Papers - 3 non-minority men and 1 non-minority woman.
2002 Outstanding Scientific Paper Awards - 2 non-minority men and 1 Hispanic man.
NOAA Corps 2002 Junior Officer of the Year - 1 non-minority man.
Administrative Award for Organization Leadership and Service to NOAA -1 Hispanic man.
Merchandise Awards - 2 non-minority men and 1 non-minority woman.
50 Most Extraordinary women in all of the sciences - 1 non-minority woman.
CIRES 2003 Outstanding Performance Awards - 1 non-minority man.
Woman of Achievement - 1 Black woman (CIMAS).
Young Scientist/ Rising Star -1 Hispanic woman.
National Academy of Science – 1 non-minority man.
Century Lecture Tour Award – 1 Asian man.
CIRES Fellow Award – 1 non-minority man.
EPA Bronze Medal – 3 non-minority men.
NWS Collaboration Award – 1 non-minority man.

- EEO Office referral and selection statistics for FY 03, for all permanent vacancies GS-5 and above, STEP and SCEP appointments show the following: a minority and/or a non-minority woman were referred for 14 of 20 vacancies that were advertised (70%); minorities and non-minority women were selected for 9 (45.00%) of the 20 selections that were made. (Appendix F).

- The OAR Yearly Full Time Permanent (FTP) employment chart shows an increase of 20 employees and a decrease of 17 employees. The net result was a total increase of three employees from 832 to 835.
  - Increases:
    - Black men increased by two (11 to 13)
    - Black women increased by four (30 to 34)
    - Hispanic men increased by one (19 to 20)
    - Hispanic women increased by two (14 to 16)
    - Asian men increased by four (23 to 27)
    - Non-minority women seven (195 to 202)
  - Decreases:
    - Non-minority men by seventeen (521 to 504)
  - The net result was a total increase of three employees from 832 to 835. (Appendix G)

APPENDICES

OFFICE OF OCEANIC & ATMOSPHERIC RESEARCH (OAR)
EEO WORKFORCE PROFILE BY PATCOB - Permanent Employees
4TH Q FY 02 TO 4TH Q FY 03

OCCUPATIONAL CATEGORIES *	YEARS & % CHANGE	TOTAL ALL	WHITE		BLACK		HISPANIC		ASIAN		AMERICAN INDIAN	
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
PROFESSIONAL	2002	597	439	83	11	8	18	6	20	9	2	1
(ZP Pay Band)	%	100.00%	73.53%	13.90%	1.84%	1.34%	3.02%	1.01%	3.35%	1.51%	0.34%	0.17%
	2003	589	422	88	10	8	18	7	24	9	2	1
	%	100.00%	71.65%	14.94%	1.70%	1.36%	3.06%	1.19%	4.07%	1.53%	0.34%	0.17%
	US CLF % **		54.70%	30.30%	2.40%	3.20%	2.10%	1.40%	3.50%	1.90%	0.20%	0.20%
	Prof CLF % ***		75.85%	15.03%	1.93%	1.03%	1.68%	0.53%	2.98%	0.65%	0.28%	0.08%
	CHANGE IN %		-1.89%	1.04%	-0.14%	0.02%	0.04%	0.18%	0.72%	0.02%	0.00%	0.00%
ADMINISTRATIVE	2002	137	42	74	1	9	2	2	3	2	0	2
(ZA Pay Band)	%	95.21%	29.17%	51.39%	0.69%	6.25%	1.39%	1.39%	2.08%	1.39%	0.00%	1.46%
	2003	144	41	77	1	13	2	2	4	2	0	2
	%	100.00%	28.47%	53.47%	0.69%	9.03%	1.39%	1.39%	2.78%	1.39%	0.00%	1.39%
	CLF %		42.10%	40.40%	3.60%	5.30%	2.60%	2.60%	1.40%	1.40%	0.30%	0.30%
	CHANGE IN %		-0.69%	2.08%	0.00%	2.78%	0.00%	0.00%	0.69%	0.00%	0.00%	-0.07%
TECHNICAL	2002	63	40	12	0	7	1	0	1	1	1	0
(ZT Pay Band)	%	100.00%	63.49%	19.05%	0.00%	11.11%	1.59%	0.00%	1.59%	1.59%	1.59%	0.00%
	2003	57	38	10	0	5	1	0	1	1	1	0
	%	100.00%	66.67%	17.54%	0.00%	8.77%	1.75%	0.00%	1.75%	1.75%	1.75%	0.00%
	CLF %		36.10%	42.90%	3.60%	6.60%	3.20%	3.40%	1.90%	1.60%	0.40%	0.40%
	CHANGE IN %		3.17%	-1.50%	0.00%	-2.34%	0.17%	0.00%	0.17%	0.17%	0.17%	0.00%
CLERICAL	2002	74	0	53	2	10	0	8	0	1	0	0
(ZS Pay Band)	%	108.70%	0.00%	77.94%	2.94%	14.71%	0.00%	11.76%	0.00%	1.35%	0.00%	0.00%
	2003	68	0	46	2	11	0	8	0	1	0	0
	%	100.00%	0.00%	67.65%	2.94%	16.18%	0.00%	11.76%	0.00%	1.47%	0.00%	0.00%
	CLF %		14.00%	63.40%	2.80%	9.60%	1.70%	5.20%	0.80%	1.90%	0.10%	0.50%
	CHANGE IN %		0	-10.29%	0.00%	1.47%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%
OTHER	2002	0	0	0	0	0	0	0	0	0	0	0
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CLF %		67.60%	11.20%	9.70%	3.20%	4.80%	1.00%	1.20%	0.30%	0.90%	0.20%
	CHANGE IN %		0	0	0	0	0	0	0	0	0	0
BLUE COLLAR	2002	12	10	0	1	0	1	0	0	0	0	0
	%	100.00%	83.33%	0.00%	8.33%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	11	9	0	1	0	1	0	0	0	0	0
	%	100.00%	81.82%	0.00%	9.09%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%
	CLF %		65.40%	9.80%	9.10%	2.20%	8.70%	1.50%	1.70%	0.50%	0.80%	0.20%
	CHANGE IN %		-1.52%	0.00%	0.76%	0.00%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	2002	883	531	222	15	34	22	16	24	13	3	3
	%	100.00%	60.14%	25.14%	1.70%	3.85%	2.49%	1.81%	2.72%	1.47%	0.34%	0.34%
	2003	869	510	221	14	37	22	17	29	13	3	3
	%	100.00%	58.69%	25.43%	1.61%	4.26%	2.53%	1.96%	3.34%	1.50%	0.35%	0.35%
	CHANGE IN %		-1.45%	0.29%	-0.09%	0.41%	0.04%	0.14%	0.62%	0.02%	0.01%	0.01%

*GS and Payband employees were combined to reflect the PATCO categories. All employees in the ZP band are listed as Professional; ZT employees are listed as Technical; ZA employees are listed as Administrative and ZS employees are listed as Clerical.

** US Civilian Labor Force (CLF) Data - 1990 CENSUS

*** Professional CLF Data for OAR mission related occupations (Meteorology, Physical science, Oceanography and Physics.

Does not include MAP200 (Mauna Loa) employees.

APPENDIX A

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH (MAP200 Mauna Loa not included)

EEO WORKFORCE BY GS/GM GRADE GROUPS

4TH Q FY 02 TO 4TH Q FY 03

WHITE COLLAR GS/ES/ST GRADE GROUPS	YEARS & % CHANGE	TOTAL ALL	WHITE		BLACK		HISPANIC		ASIAN		AMERICAN INDIAN	
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
GS4	2002	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	3.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		0.00%	-3.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS 5 TO 8	2002	33	5	18	1	7	0	0	0	2	0	0
	%	126.92%	19.23%	69.23%	3.85%	26.92%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%
	2003	26	5	13	1	5	0	0	0	2	0	0
	%	100.00%	19.23%	50.00%	3.85%	19.23%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%
	CHANGE IN %		0.00%	-19.23%	0.00%	-7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS 9 TO 12	2002	79	44	25	3	2	0	0	4	0	0	1
	%	100.00%	55.70%	31.65%	3.80%	2.53%	0.00%	0.00%	5.06%	0.00%	0.00%	1.27%
	2003	82	44	28	2	3	0	0	4	0	0	1
	%	100.00%	53.66%	34.15%	2.44%	3.66%	0.00%	0.00%	4.88%	0.00%	0.00%	1.22%
	CHANGE IN %		-2.04%	2.50%	-1.36%	1.13%	0.00%	0.00%	-0.19%	0.00%	0.00%	-0.05%
GS 13 TO 15	2002	122	93	15	0	0	4	1	6	3	0	0
	%	100.00%	76.23%	12.30%	0.00%	0.00%	3.28%	0.82%	4.92%	2.46%	0.00%	0.00%
	2003	124	91	14	1	1	5	1	8	3	0	0
	%	100.00%	73.39%	11.29%	0.81%	0.81%	4.03%	0.81%	6.45%	2.42%	0.00%	0.00%
	CHANGE IN %		-2.84%	-1.00%	0.81%	0.81%	0.75%	-0.01%	1.53%	-0.04%	0.00%	0.00%
ES/ST	2002	25	19	4	0	0	0	0	2	0	0	0
	%	100.00%	76.00%	16.00%	0.00%	0.00%	0.00%	0.00%	8.00%	0.00%	0.00%	0.00%
	2003	24	20	2	0	0	0	0	2	0	0	0
	%	100.00%	83.33%	8.33%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%	0.00%
	CHANGE IN %		7.33%	-7.67%	0.00%	0.00%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%
TOTAL	2002	260	161	63	4	9	4	1	12	5	0	1
	%	100.00%	61.92%	24.23%	1.54%	3.46%	1.54%	0.38%	4.62%	1.92%	0.00%	0.38%
	2003	256	160	57	4	9	5	1	14	5	0	1
	%	100.00%	62.50%	22.27%	1.56%	3.52%	1.95%	0.39%	5.47%	1.95%	0.00%	0.39%
	CHANGE IN %		0.58%	-1.97%	0.02%	0.05%	0.41%	0.01%	0.85%	0.03%	0.00%	0.01%

*OAR laboratories remaining in the GS system include GFDL, GLERL, PMEL and OGP.

APPENDIX B

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH

MAP200 (Mauna Loa) not included

EEO PERMANENT WORKFORCE BY DEMO WORK SCHEDULES (ZP, ZA, ZT, ZP)

4TH Q FY 02 to 4TH Q FY 03

Demo Grade Groups	YEARS & % CHANGE	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN MALE	ASIAN FEMALE	AMERICAN INDIAN MALE	AMERICAN INDIAN FEMALE
ZP	2002	435	322	58	8	7	14	6	12	6	2	0
	%	100.00%	74.02%	13.33%	1.84%	1.61%	3.22%	1.38%	2.76%	1.38%	0.46%	0.00%
	2003	428	307	65	7	7	13	7	14	6	2	0
	%	100.00%	71.73%	15.19%	1.64%	1.64%	3.04%	1.64%	3.27%	1.40%	0.47%	0.00%
	Change in %		-2.29%	1.85%	-0.20%	0.03%	-0.18%	0.26%	0.51%	0.02%	0.01%	0.00%
ZA	2002	89	20	55	0	7	2	1	0	2	0	2
	%	100.00%	22.47%	61.80%	0.00%	7.87%	2.25%	1.12%	0.00%	2.25%	0.00%	2.25%
	2003	91	17	57	0	9	2	1	1	2	0	2
	%	100.00%	18.68%	62.64%	0.00%	9.89%	2.20%	1.10%	1.10%	2.20%	0.00%	2.20%
	Change in %		-3.79%	0.84%	0.00%	2.02%	-0.05%	-0.02%	1.10%	-0.05%	0.00%	-0.05%
ZT	2002	22	18	1	0	1	1	0	0	0	1	0
	%	100.00%	81.82%	4.55%	0.00%	4.55%	4.55%	0.00%	0.00%	0.00%	4.55%	0.00%
	2003	21	17	1	0	1	1	0	0	0	1	0
	%	100.00%	80.95%	4.76%	0.00%	4.76%	4.76%	0.00%	0.00%	0.00%	4.76%	0.00%
	Change in %		-0.87%	0.22%	0.00%	0.22%	0.22%	0.00%	0.00%	0.00%	0.22%	0.00%
ZS	2002	65	0	45	2	10	0	8	0	0	0	0
	%	100.00%	0.00%	69.23%	3.08%	15.38%	0.00%	12.31%	0.00%	0.00%	0.00%	0.00%
	2003	62	0	41	2	11	0	8	0	0	0	0
	%	100.00%	0.00%	66.13%	3.23%	17.74%	0.00%	12.90%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	-3.10%	0.15%	2.36%	0.00%	0.60%	0.00%	0.00%	0.00%	0.00%
TOTAL	2002	611	360	159	10	25	17	15	12	8	3	2
	%	100.00%	58.92%	26.02%	1.64%	4.09%	2.78%	2.45%	1.96%	1.31%	0.49%	0.33%
	2003	602	341	164	9	28	16	16	15	8	3	2
	%	100.00%	56.64%	27.24%	1.50%	4.65%	2.66%	2.66%	2.49%	1.33%	0.50%	0.33%
	Change in %		-2.28%	1.22%	-0.14%	0.56%	-0.12%	0.20%	0.53%	0.02%	0.01%	0.00%

APPENDIX C

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH

MAP200 (Mauna Loa) not included

ZP CAREER PATH

4TH Q FY 02 TO 4TH Q FY 03

ZP BAND	YEARS &	TOTAL	WHITE		BLACK		HISPANIC		ASIAN		AMERICAN INDIAN	
GRADE GROUPS	% CHANGE	ALL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ZP01	2002	2	1	1	0	0	0	0	0	0	0	0
(GS1 to 6)	%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		-50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZP02	2002	19	7	4	2	3	1	1	1	0	0	0
(GS7 to 10)	%	95.86%	36.84%	21.05%	10.53%	15.79%	5.26%	1.12%	5.26%	0.00%	0.00%	0.00%
	2003	20	8	5	2	2	1	1	1	0	0	0
	%	96.12%	40.00%	25.00%	10.00%	10.00%	5.00%	1.12%	5.00%	0.00%	0.00%	0.00%
	Change in %		3.16%	3.95%	-0.53%	-5.79%	-0.26%	0.00%	-0.26%	0.00%	0.00%	0.00%
ZP03	2002	99	64	22	2	4	3	2	0	1	1	0
(GS11 to12)	%	100.00%	64.65%	22.22%	2.02%	4.04%	3.03%	2.02%	0.00%	1.01%	1.01%	0.00%
	2003	92	56	23	1	5	3	3	0	0	1	0
	%	100.00%	60.87%	25.00%	1.09%	5.43%	3.26%	3.26%	0.00%	0.00%	1.09%	0.00%
	Change in %		-3.78%	2.78%	-0.93%	1.39%	0.23%	1.24%	0.00%	-1.01%	0.08%	0.00%
ZP04	2002	235	181	27	3	0	9	2	8	4	1	0
(GS13 to 14)	%	100.00%	77.02%	11.49%	1.28%	0.00%	3.83%	0.85%	3.40%	1.70%	0.43%	0.00%
	2003	230	171	31	3	0	8	2	10	4	1	0
	%	100.00%	74.35%	13.48%	1.30%	0.00%	3.48%	0.87%	4.35%	1.74%	0.43%	0.00%
	Change in %		-2.67%	1.99%	0.03%	0.00%	-0.35%	0.02%	0.94%	0.04%	0.01%	0.00%
ZP05	2002	80	69	4	1	0	1	1	3	1	0	0
(GS15)	%	100.00%	86.25%	5.00%	1.25%	0.00%	1.25%	1.25%	3.75%	1.25%	0.00%	0.00%
	2003	85	72	5	1	0	1	1	3	2	0	0
	%	100.00%	84.71%	5.88%	1.18%	0.00%	1.18%	1.18%	3.53%	2.35%	0.00%	0.00%
	Change in %		-1.54%	0.88%	-0.07%	0.00%	-0.07%	-0.07%	-0.22%	1.10%	0.00%	0.00%
TOTAL	2002	435	322	58	8	7	14	6	12	6	2	0
	%	100.00%	74.02%	13.33%	1.84%	1.61%	3.22%	1.38%	2.76%	1.38%	0.46%	0.00%
	2003	428	307	65	7	7	13	7	14	6	2	0
	%	100.00%	71.73%	15.19%	1.64%	1.64%	3.04%	1.64%	3.27%	1.40%	0.47%	0.00%
	Change in %		-2.29%	1.85%	-0.20%	0.03%	-0.18%	0.26%	0.51%	0.02%	0.01%	0.00%

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH
MGP200 (Mauna Loa) not included
ZA CAREER PATH
4TH Q FY02 TO 4TH Q FY 03

ZA BAND GRADE GROUPS	YEARS & % CHANGE	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN MALE	ASIAN FEMALE	AMERICAN INDIAN MALE	AMERICAN INDIAN FEMALE
ZA01	2002	0	0	0	0	0	0	0	0	0	0	0
(GS1 to 6)	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZA02	2002	17	1	11	0	3	1	1	0	0	0	0
(GS7 to 10)	%	100.00%	5.88%	64.71%	0.00%	17.65%	5.88%	5.88%	0.00%	0.00%	0.00%	0.00%
	2003	20	1	13	0	4	1	1	0	0	0	0
	%	100.00%	5.00%	65.00%	0.00%	20.00%	5.00%	5.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		-0.88%	0.29%	0.00%	2.35%	-0.88%	-0.88%	0.00%	0.00%	0.00%	0.00%
ZA03	2002	39	12	23	0	1	0	0	0	1	0	2
(GS11 to 12)	%	100.00%	30.77%	58.97%	0.00%	2.56%	0.00%	0.00%	0.00%	2.56%	0.00%	5.13%
	2003	39	9	25	0	1	0	0	1	1	0	2
	%	100.00%	23.08%	64.10%	0.00%	2.56%	0.00%	0.00%	2.56%	2.56%	0.00%	5.13%
	Change in %		-7.69%	5.13%	0.00%	0.00%	0.00%	0.00%	2.56%	0.00%	0.00%	0.00%
ZA04	2002	28	4	20	0	2	1	0	0	1	0	0
(GS13 to 14)	%	100.00%	14.29%	71.43%	0.00%	7.14%	3.57%	0.00%	0.00%	3.57%	0.00%	0.00%
	2003	26	5	16	0	3	1	0	0	1	0	0
	%	100.00%	19.23%	61.54%	0.00%	11.54%	3.85%	0.00%	0.00%	3.85%	0.00%	0.00%
	Change in %		4.95%	-9.89%	0.00%	4.40%	0.27%	0.00%	0.00%	0.27%	0.00%	0.00%
ZA05	2002	5	3	1	0	1	0	0	0	0	0	0
(GS15)	%	100.00%	60.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	6	2	3	0	1	0	0	0	0	0	0
	%	100.00%	33.33%	50.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		-26.67%	30.00%	0.00%	-3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	2001	89	20	55	0	7	2	1	0	2	0	2
	%	100.00%	22.47%	61.80%	0.00%	7.87%	2.25%	1.12%	0.00%	2.25%	0.00%	2.25%
	2003	91	17	57	0	9	2	1	1	2	0	2
	%	100.00%	18.68%	62.64%	0.00%	9.89%	2.20%	1.10%	1.10%	2.20%	0.00%	2.20%
	Change in %		-3.79%	0.84%	0.00%	2.02%	-0.05%	-0.02%	1.10%	-0.05%	0.00%	-0.05%

APPENDIX C-2

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH

MAP200 (Mauna Loa) not included

ZT Career Path (FTP,PTP,SCEP)

4TH Q FY 02 TO 4TH Q FY 03

ZT CAREER PATH GRADE GROUPS	YEARS & % CHANGE	TOTAL ALL	WHITE		BLACK		HISPANIC		ASIAN		AMERICAN INDIAN	
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ZT02	2002	3	1	2	0	0	0	0	0	0	0	0
(GS5 to 8)	%	100.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	3	1	2	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZT03	2002	6	4	0	0	1	1	0	0	0	0	0
(GS9 to 10)	%	100.00%	66.67%	0.00%	0.00%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	6	4	0	0	1	1	0	0	0	0	0
	%	100.00%	66.67%	0.00%	0.00%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZT04	2002	13	12	0	0	0	0	0	0	0	1	0
(GS11 to 12)	%	100.00%	92.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%
	2003	12	11	0	0	0	0	0	0	0	1	0
	%	100.00%	91.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%
	Change in %		-0.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%
TOTAL	2002	22	17	2	0	1	1	0	0	0	1	0
	%	39.86%	26.15%	3.08%	0.00%	4.55%	4.55%	0.00%	0.00%	0.00%	1.54%	0.00%
	2003	21	16	2	0	1	1	0	0	0	1	0
	%	100.00%	76.19%	9.52%	0.00%	4.76%	4.76%	0.00%	0.00%	0.00%	4.76%	0.00%
	Change in %		50.04%	6.45%	0.00%	0.22%	0.22%	0.00%	0.00%	0.00%	3.22%	0.00%

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH
ZS CAREER PATH (FTP/PTP/SCEP)
4TH Q FY 02 TO 4TH Q FY 03

ZS Band Grade Groups	YEARS & % CHANGE	TOTAL ALL	WHITE		BLACK		HISPANIC		ASIAN		AMERICAN INDIAN	
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ZS01	2002	1	0	1	0	0	0	0	0	0	0	0
(GS1 to 2)	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	-100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZS02	2002	2	0	0	0	2	0	0	0	0	0	0
(GS3 to 4)	%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	3	0	1	0	2	0	0	0	0	0	0
	%	100.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	33.33%	0.00%	-33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ZS03	2002	10	0	6	0	3	0	1	0	0	0	0
(GS5 to 6)	%	100.00%	0.00%	60.00%	0.00%	30.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%
	2003	5	0	3	0	2	0	0	0	0	0	0
	%	100.00%	0.00%	60.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	0.00%	0.00%	-10.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%
ZS04	2002	49	0	37	2	4	0	6	0	0	0	0
(GS7 to 8)	%	100.00%	0.00%	75.51%	4.08%	8.16%	0.00%	12.24%	0.00%	0.00%	0.00%	0.00%
	2003	51	0	35	2	7	0	7	0	0	0	0
	%	100.00%	0.00%	68.63%	3.92%	13.73%	0.00%	13.73%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	-6.88%	-0.16%	5.56%	0.00%	1.48%	0.00%	0.00%	0.00%	0.00%
ZS05	2002	3	0	1	1	0	0	1	0	0	0	0
(GS9 to 10)	%	100.00%	0.00%	33.33%	33.33%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
	2003	3	0	2	0	0	0	1	0	0	0	0
	%	100.00%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	33.33%	-33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	2002	65	0	45	3	9	0	8	0	0	0	0
	%	100.00%	0.00%	69.23%	4.62%	13.85%	0.00%	12.31%	0.00%	0.00%	0.00%	0.00%
	2003	62	0	41	2	11	0	8	0	0	0	0
	%	100.00%	0.00%	66.13%	3.23%	17.74%	0.00%	12.90%	0.00%	0.00%	0.00%	0.00%
	Change in %		0.00%	-3.10%	-1.39%	3.90%	0.00%	0.60%	0.00%	0.00%	0.00%	0.00%

***MAP200 (Mauna Loa) not included.**

OFFICE OF OCEANIC AND ATMOSPHERIC RESEARCH
EEO WORKFORCE PROFILE BY BLUE-COLLAR (WG) GROUPS - Permanent Employees
4TH Q FY02 TO 4TH Q FY 03

Blue Collar GRADE GROUPS	YEARS & % CHANGE	TOTAL ALL	WHITE		BLACK		HISPANIC		ASIAN		AMERICAN INDIAN	
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
WG 1 TO 4	2002	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WG 5 TO 9	2002	6	5	0	0	0	1	0	0	0	0	0
	%	100.00%	83.33%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	5	4	0	0	0	1	0	0	0	0	0
	%	100.00%	80.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		-3.33%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%
WG 10	2002	2	1	0	1	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	2	1	0	1	0	0	0	0	0	0	0
	%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WG 11 TO 12	2002	2	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	2	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
WS 10 to 12	2002	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL BLUE-COLLAR	2002	12	10	0	1	0	1	0	0	0	0	0
	%	100.00%	83.33%	0.00%	8.33%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%
	2003	11	9	0	1	0	1	0	0	0	0	0
	%	100.00%	81.82%	0.00%	9.09%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%
	CHANGE IN %		-1.52%	0.00%	0.76%	0.00%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%

*MAP200 (Mauna Loa) employees not included.

OFFICE OF OCEANIC & ATMOSPHERIC RESEARCH (OAR)

EEO WORKFORCE PROFILE BY MAJOR OCCUPATIONS - PERMANENT EMPLOYEES

4TH Q FY 02 TO 4TH Q FY 03

OCCUPATION NAME/SERIES	YEARS & %CHANGE	TOTAL ALL	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN AMERICAN/ PACIFIC ISLANDER MALE	ASIAN AMERICAN/ PACIFIC ISLANDER FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE
METEOROLOGY *	2002	169	140	13	0	0	4	1	9	1	1	0
(1340)	%	100.00%	82.84%	7.69%	0.00%	0.00%	2.37%	0.59%	5.33%	0.59%	0.59%	0.00%
	2003	160	130	14	0	0	4	1	9	1	1	0
	%	100.00%	81.25%	8.75%	0.00%	0.00%	2.50%	0.63%	5.63%	0.63%	0.63%	0.00%
	CLF%		**80.00%**	**10.60%**	**2.90%**	**0.80%**	**1.30%**	**0.80%**	**2.60%**	**0.70%**	**0.40%**	**0.00%**
	Change in %		-1.59%	1.06%	0.00%	0.00%	0.13%	0.03%	0.30%	0.03%	0.03%	0.00%
PHYSICAL SCIENCE	2002	111	80	19	3	1	2	0	1	4	1	0
(1301)	%	100.00%	72.07%	17.12%	2.70%	0.90%	1.80%	0.00%	0.90%	3.60%	0.90%	0.00%
	2003	124	84	23	3	2	2	1	4	4	1	0
	%	100.00%	67.74%	18.55%	2.42%	1.61%	1.61%	0.81%	3.23%	3.23%	0.81%	0.00%
	CLF%		**64.4%**	**25.3%**	**2.3%**	**2.3%**	**1.6%**	**0.4%**	**2.4%**	**0.8%**	**0.2%**	**0.2%**
	Change in %		-4.33%	1.43%	-0.28%	0.71%	-0.19%	0.81%	2.32%	-0.38%	-0.09%	0.00%
OCEANOGRAPHY	2002	67	44	12	2	1	2	1	4	1	0	0
(1360)	%	100.00%	65.67%	17.91%	2.99%	1.49%	2.99%	1.49%	5.97%	1.49%	0.00%	0.00%
	2003	70	45	13	2	1	2	1	5	1	0	0
	%	100.00%	64.29%	18.57%	2.86%	1.43%	2.86%	1.43%	7.14%	1.43%	0.00%	0.00%
	CLF%		**81.1%**	**13.2%**	**0.8%**	**0.3%**	**1.9%**	**0.5%**	**1.6%**	**0.3%**	**0.2%**	**0.1%**
	Change in %		-1.39%	0.66%	-0.13%	-0.06%	-0.13%	-0.06%	1.17%	-0.06%	0.00%	0.00%
PHYSICS	2002	58	53	1	0	0	3	0	1	0	0	0
(1310)	%	100.00%	91.38%	1.72%	0.00%	0.00%	5.17%	0.00%	1.72%	0.00%	0.00%	0.00%
	2003	55	50	1	0	0	3	0	1	0	0	0
	%	100.00%	90.91%	1.82%	0.00%	0.00%	5.45%	0.00%	1.82%	0.00%	0.00%	0.00%
	CLF%		**77.9%**	**11.0%**	**1.7%**	**0.7%**	**1.9%**	**0.4%**	**5.3%**	**0.8%**	**0.3%**	**0.0%**
	Change in %		-0.47%	0.09%	0.00%	0.00%	0.28%	0.00%	0.09%	0.00%	0.00%	0.00%
TOTAL	**2002**	**405**	**317**	**45**	**5**	**2**	**11**	**2**	**15**	**6**	**2**	**0**
	%	**100.00%**	**78.27%**	**11.11%**	**1.23%**	**0.49%**	**2.72%**	**0.49%**	**3.70%**	**1.48%**	**0.49%**	**0.00%**
	2003	**409**	**309**	**51**	**5**	**3**	**11**	**3**	**19**	**6**	**2**	**0**
	%	**100.00%**	**75.55%**	**12.47%**	**1.22%**	**0.73%**	**2.69%**	**0.73%**	**4.65%**	**1.47%**	**0.49%**	**0.00%**
	Change in %		**-2.72%**	**1.36%**	**-0.01%**	**0.24%**	**-0.03%**	**0.24%**	**0.94%**	**-0.01%**	**0.00%**	**0.00%**

*Occupation-specific CLF data was used to determine the underrepresentation of OAR mission related occupations.
MAP200 (Mauna Loa) employees not included.

ALL PERMANENT OAR VACANCIES
EEO OFFICE LOGS
GS-5 AND ABOVE, STUDENT POSITIONS (STEP & SCEP)
OCTOBER 1, 2002 TO SEPTEMBER 30, 2003

REFERRALS				**SELECTIONS**			
MINORITY		NON-MINORITY		MINORITY		NON-MINORITY	
MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
4B, 1D, 1 C	1D			1B, 1C			
6	1	96	16	2	0	11	7
5.04%	0.84%	80.67%	13.45%	10.00%	0.00%	55.00%	35.00%
TOTAL NUMBER OF REFERRALS = 119				TOTAL NUMBER OF SELECTIONS = 20			
TOTAL NUMBER OF VACANCIES= 20							
MINORITIES/WOMEN REFERRED FOR 14 VACANCIES = 70.00%							

Minority Codes:
B = Asian
C = Black
D = Hispanic

APPENDIX F

OCEANIC AND ATMOSPHERIC RESEARCH
YEARLY FULL TIME PERMANENT EMPLOYMENT CHART

	DEC 74	JUNE 76	JUNE 78	JUNE 80	JUNE 82	JUNE 84	JUNE 86	JUNE 88	JUNE 90	JUNE 92	JUNE 94*	JUNE 96	JUNE 97	JUNE 98**	JUNE 99***	JUNE 00****	JUNE 01	JUNE 02	JUNE 03
BLACK MEN	15	23	21	22	17	11	7	7	5	6	7	9	10	11	10	11	10	11	13
	1.71%	2.34%	2.15%	2.37%	1.84%	1.60%	0.97%	0.92%	0.64%	0.74%	0.82%	1.16%	1.33%	1.34%	1.19%	1.26%	1.21%	1.32%	1.56%
BLACK WOMEN	4	13	14	12	11	7	10	9	9	11	16	15	13	23	23	25	30	30	34
	0.46%	1.33%	1.43%	1.29%	1.19%	1.02%	1.39%	1.18%	1.15%	1.35%	1.87%	1.93%	1.73%	2.80%	2.73%	2.87%	3.62%	3.61%	4.07%
TOTAL BLACK	19	36	35	34	28	18	17	16	14	17	23	24	23	34	33	36	40	41	47
HISPANIC MEN	6	10	16	27	29	17	19	17	16	17	17	14	13	18	15	17	18	19	20
	0.69%	1.02%	1.64%	2.91%	3.14%	2.47%	2.65%	2.23%	2.05%	2.08%	1.98%	1.80%	1.73%	2.19%	1.78%	1.95%	2.17%	2.28%	2.40%
HISPANIC WOMEN	6	12	12	8	8	9	12	13	13	14	12	12	10	11	12	11	12	14	16
	0.69%	1.22%	1.23%	0.86%	0.87%	1.31%	1.67%	1.71%	1.66%	1.72%	1.40%	1.55%	1.33%	1.34%	1.43%	1.26%	1.45%	1.68%	1.92%
TOTAL HISPANIC	12	22	28	35	37	26	31	30	29	31	29	26	23	29	27	28	30	33	36
AMERICAN INDIAN MEN	1	1	2	4	3	2	3	3	2	4	4	3	3	4	3	3	3	3	3
	0.11%	0.10%	0.20%	0.43%	0.33%	0.29%	0.42%	0.39%	0.26%	0.49%	0.47%	0.39%	0.40%	0.49%	0.36%	0.34%	0.36%	0.36%	0.36%
AMERICAN INDIAN WOMEN	1	0	1	0	1	2	1	1	2	2	2	2	2	3	3	3	3	3	3
	0.11%	0.00%	0.10%	0.00%	0.11%	0.29%	0.14%	0.13%	0.26%	0.25%	0.23%	0.26%	0.27%	0.37%	0.36%	0.34%	0.36%	0.36%	0.36%
TOTAL AMERICAN INDIAN	2	1	3	4	4	4	4	4	4	6	6	5	5	7	6	6	6	6	6
ASIAN MEN	7	12	14	18	16	17	18	19	18	20	18	18	18	18	23	26	21	23	27
	0.80%	1.22%	1.43%	1.94%	1.73%	2.47%	2.51%	2.49%	2.30%	2.45%	2.10%	2.32%	2.40%	2.19%	2.73%	2.99%	2.54%	2.76%	3.23%
ASIAN WOMEN	1	2	1	2	2	3	3	6	6	7	8	7	9	8	8	9	10	13	13
	0.11%	0.20%	0.10%	0.22%	0.22%	0.44%	0.42%	0.79%	0.77%	0.86%	0.93%	0.90%	1.20%	0.97%	0.95%	1.03%	1.21%	1.56%	1.56%
TOTAL ASIAN	8	14	15	20	18	20	21	25	24	27	26	25	27	26	31	35	31	36	40
TOTAL MINORITY MEN	29	46	53	71	65	47	47	46	41	47	46	44	44	51	51	57	52	56	63
	3.31%	4.69%	5.43%	7.66%	7.04%	6.84%	6.55%	6.04%	5.24%	5.76%	5.37%	5.67%	5.86%	6.21%	6.06%	6.55%	6.28%	6.73%	7.54%
TOTAL MINORITY WOMEN	12	27	28	22	22	21	26	29	30	34	38	36	34	45	46	48	55	60	66
	1.37%	2.75%	2.87%	2.37%	2.38%	3.06%	3.62%	3.81%	3.84%	4.17%	4.43%	4.64%	4.53%	5.48%	5.47%	5.52%	6.64%	7.21%	7.90%
TOTAL NON-MINORITY MEN	672	739	726	661	653	505	510	537	545	560	597	529	510	536	554	560	530	521	504
	76.80%	75.33%	74.39%	71.31%	70.75%	73.51%	71.03%	70.47%	69.69%	68.63%	69.66%	68.17%	67.91%	65.29%	65.87%	64.37%	64.01%	62.62%	60.36%
TOTAL NON-MINORITY WOMEN	162	169	169	173	183	114	135	150	166	175	176	167	163	189	190	205	191	195	202
	18.51%	17.23%	17.32%	18.66%	19.83%	16.59%	18.80%	19.69%	21.23%	21.45%	20.54%	21.52%	21.70%	23.02%	22.59%	23.56%	23.07%	23.44%	24.19%
TOTAL OAR FULL-TIME PERMANENT EMPLOYMENT	875	981	976	927	923	687	718	762	782	816	857	776	751	821	841	870	828	832	835

NOTES:
MAP200 (Mauna Loa) and Wage Grade Employees not included.
1974 to 1997- Includes ERL laboratories only.
*1994: Includes 26 NWS employees transferred to ARL.
**1998 - Includes ERL and OAR HQs employees.
***1999- Increase due to conversions of CIRES employees.
****2000 - Includes OGP employees transferred to OAR.

APPENDIX G